



## UNITED STATES CIVIL SERVICE COMMISSION

WASHINGTON, D.C. 20415

IN REPLY PLEASE REFER TO

15 MAY 1972

YOUR REFERENCE

May 1, 1972

MEMORANDUM FOR: HEADS OF FEDERAL DEPARTMENTS AND AGENCIES

On August 25, 1971, President Nixon wrote to all Federal agency heads to urge full and effective use of the authority in the Intergovernmental Personnel Act for temporary exchanges or assignments of personnel between Federal agencies and State or local governments, or institutions of higher education. He specifically mentioned the value of using this authority as an excellent opportunity to advance the cause of New Federalism.

I have reported to the President on the progress of the program as of the end of January. The attached sheet shows the January data as reported, as well as the data for February and March.

A good start has been made in many agencies, but much more can be done.

We urge the Federal agencies with major grant-in-aid programs and others with missions related to local or State governments to:

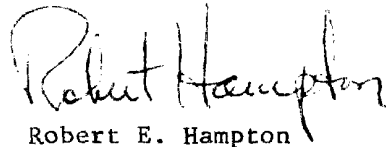
- Call on their regional managers and other key field managers to take the initiative in opening discussions with State and local government officials on how the use of the temporary personnel exchange program might assist the agency's delivery of its services at the local level.
- Delegate authority to field managers to take action on temporary assignments to an extent consistent with their other delegated authority in personnel actions. For the higher grades the delegation might be made subject to prior consultation with headquarters personnel.
- Request that their regional and field managers specifically include in each periodic management report, a comment on the progress they have made on use of temporary assignments as part of the President's New Federalism.

THE MERIT SYSTEM—A GOOD INVESTMENT IN GOOD GOVERNMENT

In addition to using these temporary exchanges and assignments to assist in problem solving, they can also be used to build better understanding between various units of governments, as well as contribute to employee development.

If it would be helpful to have the provisions for these temporary assignments explained more fully to your staff or program people, we would be glad to provide such assistance.

With a positive action program by your regional and field managers and support by program administrators here at headquarters, I am sure we will be able to make even more effective use of temporary assignments as a significant part of the New Federalism.

A handwritten signature in dark ink, appearing to read "Robert Hampton". The signature is fluid and cursive, with the first name "Robert" and last name "Hampton" clearly distinguishable.

Robert E. Hampton  
Chairman

Attachment